



# IATSE LOCAL 665

FILM, TELEVISION, STAGE, PROJECTION AND TRADESHOWS  
Since 1937

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO, CLC



Thirty-Third Legislature, State of Hawai'i  
Regular Session of 2025  
Senate Committee on Labor and Technology  
Testimony by IATSE 665  
February 10th, 2025

## **SB1523 - RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING RIGHTS**

Aloha Chair Aquino, Vice Chair Lee, and members of the Senate committee,

My name is Tuia'ana Scanlan, IATSE International Trustee and President of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **IATSE 665 strongly supports SB1523**, relating to private sector collective bargaining rights.

Hawai'i boasts the highest union density per capita in the US where 24.1% of the working population are union members.  
([https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20\(Figure%205\).](https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20(Figure%205).)) Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawai'i Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523.

Public sector workers are protected by HERA. But those of us who are union members that are employed by private companies – film/tv production companies, live event promoters, hoteliers, shipping companies, construction companies, commercial fishing companies, and many more – are not. This bill is for our right to exist as members of these unions in the state of Hawai'i. When I say that Elon Musk is chewing on the wires of the US government to see what he can break and then steal anything that isn't bolted down, that's hyperbole. When I tell you that an unelected billionaire is actively undermining and destroying US institutions like USAID, the Department of Education, and soon the Department of Labor, that's a fact and a very real existential threat. Without the right to exist as a union, contracts, rates, benefits, working conditions, and the economic impact we generate for the state of Hawai'i could be invalidated.

**501 SUMNER STREET ♦ SUITE #610 ♦ HONOLULU, HAWAII 96817 ♦ (808) 596-0227 ♦ FAX (808) 591-8213**

Opponents of this bill may say that state law cannot preempt federal law. But it has historically worked in Hawai'i for nearly a century. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage. Additionally, SB1523 requires no appropriated funds from state coffers. We can and must shield the working families of Hawai'i from the onslaught of the 47<sup>th</sup> president's agenda. We are fighting for our right to exist. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawai'i rests in your hands.

**IATSE 665 strongly supports SB1523. We urge your committee to do the same.** Thank you for the opportunity to testify.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Tuia'ana Scanlan', with a stylized, flowing script.

Tuia'ana Scanlan  
International Trustee  
President, IATSE 665  
(he/him/his)



**International Union of Painters and Allied Trades  
District Council 50**

February 7, 2025

Senator Henry Aquino, Chair  
Senate Committee on Labor and Technology  
415 South Beretania Street, Rm 204  
Honolulu, Hawaii 96813

Re: Senate Bill 1523 (Relating to Private Sector Collective Bargaining Rights)  
Hearing Date: February 10, 2025  
Time: 3:15 p.m.

Chair Aquino and Committee Members:

Thank you for hearing this bill and for this opportunity to testify in **strong support** of Senate Bill 1523.

The International Union of Painters and Allied trades, District Council 50, is an organization that consists of five (5) local unions: the Painters, Local Union 1971; the Glaziers Architectural and Glass Metal Workers, Local Union 1889; the Carpet Linoleum and Soft Tile, Local Union 1926; the Drywall, Tapers Finishers, Local Union 1944; and the Pearl Harbor Metal Trades Specialty Workers, Local Union 1941 – in all, approximately two thousand (2000) members statewide.

Currently, state law does not afford private labor unions like ours labor law protections like the right to organize, collectively bargain, or strike. These rights are protected by federal law under the National Labor Relations Act ("NLRA"), but there are initiatives currently underway on the national level to either repeal or limit the NLRA.

This measure will ensure that no matter what happens to the NLRA, all private sector unions in Hawaii will continue to have the same protections they now enjoy under federal law.

Thank you again for this opportunity to voice our **strong support** for this measure.

2240 Young Street  
Honolulu, HI 96826

Phone  
808.941.0991

Fax  
808.955.9091

Email  
info@dc50.org

Website  
www.dc50.org

PAINTERS  
808.941.0991

GLAZIERS,  
ARCHITECTURAL  
METAL AND  
GLASSWORKERS  
808.946.3329

CARPET, LINOLEUM  
AND SOFT TILE  
808.942.3988

DRYWALL TAPERS,  
FINISHERS  
808.946.6621



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

**RANDY PERREIRA**, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii  
The Senate  
Committee on Labor and Technology

Testimony by  
Hawaii Government Employees Association

February 10, 2025

S.B. 1523 — RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING RIGHTS

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports S.B. 1523, which expands the types of employees protected by the Hawai'i Employment Relations Act to include independent contractors and all individuals subject to the jurisdiction of the National Labor Relations Act.

As Hawaii's largest public sector union with roughly 35,000 active and retiree members, we recognize that public employees right to collectively bargain is codified within our State's Constitution and within the Hawaii Employment Relation Act. Given the drastic and extreme shift in our federal government's policy, attitude, and outlook on employees and unions, we find this measure necessary and appropriate to ensure that private sector unions and employees have a right to collectively bargain in Hawaii, just like their counterparts in the public sector.

Thank you for the opportunity to provide testimony in support of S.B. 1523.

Respectfully submitted,

Randy Perreira  
Executive Director



Randy Perreira  
President

# HAWAII STATE AFL-CIO

888 Mililani Street, Suite 501 • Honolulu, Hawaii 96813

Telephone: (808) 597-1441  
Fax: (808) 593-2149

The Thirty-Third Legislature  
The Senate  
Committee on Labor and Technology

Testimony by  
Hawaii State AFL-CIO

February 10, 2025

TESTIMONY IN SUPPORT OF SB1523 - RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING  
RIGHTS

Chair Aquino, Vice Chair Lee, and members of the committee:

The Hawaii State AFL-CIO is a state federation of 76 affiliate labor organizations representing over 69,000 union members across Hawaii in industries including healthcare, construction, hospitality, entertainment, transportation, and government. The AFL-CIO serves its affiliates by advocating for the rights of working families, promoting fair wages, ensuring safe working conditions, and supporting policies that strengthen Hawaii's workforce.

We are in support of SB1523 because it strengthens collective bargaining rights for the private sector in Hawaii. Expanding protections under the Hawaii Employment Relations Act to include independent contractors and individuals subject to the National Labor Relations Act ensures that more workers can advocate for better wages, benefits, and working conditions.

Hawaii has the highest union density per capita in the nation, with 24.1% of wage and salary workers represented by a union, according to the U.S. Bureau of Labor Statistics. Unionized workplaces create safer working environments, improve health and retirement benefits, and reduce income inequality. This bill safeguards these benefits and ensures Hawaii remains a leader in protecting workers' rights.

This measure is essential to maintaining a strong workforce and a thriving, equitable economy, and we respectfully urge the committee to pass this bill.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Perreira".

Randy Perreira  
President

TESTIMONY BEFORE THE SENATE COMMITTEE ON LABOR & TECHNOLOGY

RE: SB 1523 - RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING RIGHTS

MONDAY, FEBRUARY 10TH, 2025

TUIA'ANA SCANLAN, CHAIR  
DEMOCRATIC PARTY OF HAWAI'I LABOR CAUCUS

Chair Aquino, Vice Chair Lee, and Members of the Senate Committee on Labor & Technology,

The Democratic Party of Hawai'i Labor Caucus **strongly supports SB 1523**, relating to private sector collective bargaining rights.

We recognize the substantial contributions by organized labor to the improvement of the social, political, and economic well-being of Hawai'i's people and, therefore, honor as a fundamental right of all Hawai'i's workers, the right to organize unions; to bargain collectively over wages, hours and working conditions; and to participate freely in the political process.

Hawai'i boasts the highest union density per capita in the US where 24.1% of the working population are union members. Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawai'i Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523 and expand the scope of workers covered by HERA. Additionally, SB1523 requires no appropriated funds from state coffers.

We stand in solidarity for the right of workers to bargain collectively with their employer, regardless of sector. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawai'i rests in your hands.

The Democratic Party of Hawai'i Labor Caucus strongly urges your committee to pass SB1523. Thank you for the opportunity to testify.

- **Bill:** SB 1523 - Relating to Private Sector Collective Bargaining Rights
- **Hearing notice:** Monday, February 10, 2025 @ 1515 hour, Conference Rm#224
- **Introduced by:** Sen. K. Rhoads, Sen. H. Aquino, Sen. S. Chang, Sen. C. Fukunaga, Sen. L. Inouye, Sen. M. Kidani, Sen. T. Richards
- **Report Title:** Collective Bargaining; **Private Sector Workers' Rights; Labor; Unionization; Protections**
- **Description:** Expands the types of employees protected by the Hawai'i Employment Relations Act to include independent contractors and all individuals subject to the jurisdiction of the National Labor Relations Act.

Aloha Chair Aquino, Vice Chair Lee, and members of the Senate committee,

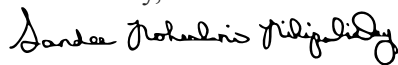
My name is Nohealani Nihipali. I am a member of IATSE Local 665, one of the labor unions which represent professionally trained technicians, masters of our crafts, dedicated to provide entertainment for the people on stage, television, and theaters nation wide. **I support SB 1523** relating to private sector workers' rights and steadfast protection for members of labor unions. I am taking this time to thank you all for representing the people of Hawai'i and our future by enforcing unrelenting support for SB 1523. Currently, a study by the AAA Foundation for Traffic Safety found that 17.6% of all fatal crashes between 2017 and 2021 involved a drowsy driver. (<https://aaafoundation.org/drowsy-driving-in-fatal-crashes->). Labor unions enforce regulated hours in a work day, protect our right to work without discrimination. Unions like ours protect our wages hence giving the lower and middle class a stable opportunity to contribute to society, while sustaining our income to afford insurances required for health and welfare.

Hawaii boasts the highest union density per capita in the US where 24.1% of the working population are union members. (<https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/>) Historically, nearly a century now, labor unions prove successful in the State of Hawaii! Our local entertainment union provides my Hawai'i born colleagues and I with benefits and wages we are not offered in non-union protected jobs throughout Hawai'i's towns. Unions represent equality for a wide range of demographics, contribute to state GDP, create safer work spaces island wide, therefore raise the standard of living for our surrounding residents. The Hawaii Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector employees to organize unions. **HERA still does not have explicit protections for private sector employees.**

Opponents of this bill may say that state law cannot pre-empt federal law. But it has. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage, keeping the working class from becoming homeless in their own nation. Additionally, SB 1523 requires no appropriated funds from state coffers. The fate of Hawaii's people rests in your hands.

**We the people, implore legislative support in justice and liberty for each of us, through kako'o, supporting SB 1523. Mahalo,** Thank you for this opportunity to testify on behalf of native educated single Mothers who are divorced or widowed; providing for our families while working diligently to raise our future men and women in this unique State, behind the shield of our nation, AMERICA, the land of the free.

In Solidarity,



S. Nohealani NihipaliDay





**Rosalee Agas Yuu, RN**  
President

1600 Ala Moana Blvd Suite 100  
Honolulu, HI 96815

Tel: (808) 531-1628  
Fax: (808) 524-2760

The Thirty-Third Legislature, State of Hawai'i  
Hawai'i State Senate  
Committee on Labor & Technology

Testimony by  
Hawaii Nurses' Association

**TESTIMONY IN SUPPORT OF HB1523 – RELATING TO PRIVATE SECTOR  
COLLECTIVE BARGAINING RIGHTS**

**Senate Committee on Labor & Technology**

**February 10, 2025, 3:15 PM**

**Conference Room 224, Hawaii State Capitol**

Aloha Chair Aquino, Vice Chair Lee, and Honorable Members of the Senate Committee on Labor & Technology

**The Hawai'i Nurses' Association – OPEIU Local 50 is affiliated with the AFL-CIO, was founded in 1917, and represents 4,000 nurses & health care professionals in the State of Hawai'i.** We appreciate the opportunity to testify today in **strong support** of HB1523. Our union has recently endured the hardships of a strike and a prolonged employer lockout. These experiences have underscored the urgent need for legislative measures that safeguard our rights as healthcare workers and, ultimately, protect the quality of patient care throughout our state.

**The Need for SB 1523**

The challenges we have faced in recent months are not merely abstract labor disputes—they represent real threats to the safety and well-being of both our nursing staff and the patients we serve. The strike and subsequent lockout were not undertaken lightly. They were the inevitable consequence of prolonged systemic failures in our healthcare system:

- **Unfair Labor Practices:** For too long, our voices have been marginalized in critical negotiations that affect staffing ratios, work conditions, and patient safety. SB 1523 directly addresses these inequities by reinforcing the right of nurses to collectively bargain in good faith.
- **Patient Safety:** Understaffed units and overburdened nurses are a recipe for compromised patient care. Our recent labor actions, though difficult, were a last resort to bring attention to unsafe working conditions that put patients at risk. SB 1523 provides a framework that not only respects our rights as employees but also ensures that safe staffing and quality care remain paramount.



- **Sustainable Healthcare Delivery:** Our experiences have revealed the unsustainable nature of current practices. The instability resulting from strikes and lockouts disrupts continuity of care and strains hospital resources. By establishing clear, fair standards for employer-employee negotiations, SB 1523 is a critical step toward creating a more stable, resilient healthcare system in Hawaii.

### **The Impact on Our Union and Community**

Our union is comprised of professionals who are committed to the well-being of every patient they encounter. The recent industrial actions have exacted a heavy toll on our members, many of whom have faced financial hardship, professional stress, and personal sacrifice. Yet, through these challenges, our commitment to quality healthcare and safe working conditions has only strengthened. SB 1523 will:

- **Empower Nurses:** By guaranteeing fair negotiation practices and workplace protections, the bill empowers nurses to advocate effectively for their patients and themselves.
- **Enhance Collaboration:** A clear legislative framework encourages transparent and respectful dialogue between healthcare employers and the nursing workforce, leading to collaborative solutions rather than adversarial standoffs.
- **Reinforce Public Trust:** When nurses can work in safe, well-staffed environments, public confidence in our healthcare system is reinforced. Our communities deserve to know that those who care for them are supported and protected by strong, fair policies.

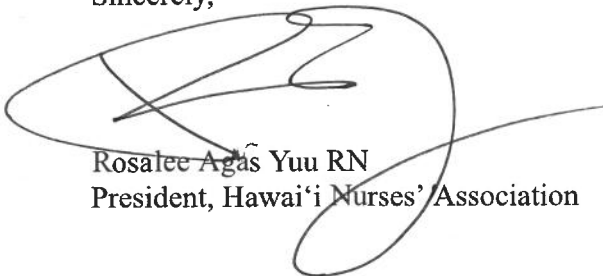
### **Conclusion**

In conclusion, Senate Bill 1523 represents a vital, forward-looking measure that will help mend the fractures exposed by recent labor disputes and set a new standard for fair, equitable treatment of healthcare workers in Hawaii. Our union urges you to consider the lived realities of nurses and the communities they serve. By supporting SB 1523, you are taking an essential step toward a more stable, just, and effective healthcare system that benefits every Hawaiian.

Thank you for the opportunity to testify, and I am prepared to answer any questions you may have.

Thank you for your time and consideration.

Sincerely,



Rosalee Agas Yuu RN  
President, Hawai'i Nurses' Association

**SB-1523**

Submitted on: 2/8/2025 7:42:34 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Henry Gonzalez	Individual	Support	Written Testimony Only

## Comments:

Collective bargaining is a right of every worker / laborer regardless if its a public or private sector. Its is the method by which we survive. It is the method by which we insure quality work product. Without the ability to stand together we will regress to exploitation of days of old, that Hawaii is very familiar with. I am a proud union member in good standing. It is with that membership and solidarity that I am able to raise a family and be an economically productive and contributing member of this state. Do the right thing and take care to protect the working families of Hawaii.

# INTERNATIONAL LONGSHORE & WAREHOUSE UNION



1188 FRANKLIN STREET, 4<sup>th</sup> FLOOR  
SAN FRANCISCO  
CALIFORNIA 94109  
(415) 775-0533  
(415) 775-1302 FAX  
www.ILWU.org

**LATE**

The Thirty Third Legislature  
Regular Session of 2025  
**Committee on Labor and Technology**  
Senator Henry J. C. Aquino, Chair  
Senator Chris Lee, Vice Chair  
Conference Room 224 & Videoconference  
Monday, February 10, 2025, 3:15 p.m.

## STATEMENT OF THE ILWU INTERNATIONAL – HAWAII ON SB1523 RELATING TO PRIVATE SECTOR BARGAINING RIGHTS

Dear Chair Chang, Vice Chair Lee, and Honorable Committee Members,

The International Longshore and Warehouse Union (ILWU) Hawaii stands in **strong support of SB1523**, a vital bill that strengthens Hawaii's workforce and economy. With near one in four workers belonging to a union, Hawaii boasts the highest union density in the nation. These unions are a powerful force for good, boosting wages and benefits for members while simultaneously contributing to a thriving economy, safer workplaces, and a higher quality of life for all who live in Hawaii.

While the 1945 Hawaii Employment Relations Act (HERA) provides crucial protections for agricultural and public sector workers' right to organize, it leaves a significant gap for private sector employees. SB1523 is essential to close this gap and protect the livelihoods of thousands of Hawaii families who rely on private sector union jobs.

Workers in critical industries like tourism, shipping, construction, fishing, and trucking—cornerstones of Hawaii's economy—currently lack the same organizing rights afforded to their public sector counterparts. Without legal recognition of their unions, their hard-won contracts, benefits, and working conditions are vulnerable, jeopardizing their economic security and their contributions to the state.

The ILWU urges your strong support for SB1523. Passage of this bill will ensure that Hawaii continues its legacy of championing workers' rights and fostering a more equitable and prosperous economy for all.

Respectfully submitted,

Brandon W. K. Wolff  
Vice President  
ILWU International - Hawaii

**SB-1523**

Submitted on: 2/7/2025 9:10:25 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Pride at Work – Hawai‘i	Individual	Support	Written Testimony Only

Comments:

Aloha Senators,

Pride at Work – Hawai‘i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai‘i fully supports Senate Bill 1523.

We ask that you support this needed piece of legislation.

Mahalo,

Michael Golojuch, Jr. (he/him)

President

[Pride at Work – Hawai‘i](#)

**SB-1523**

Submitted on: 2/7/2025 9:39:59 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Individual	Support	Written Testimony Only

Comments:

I support SB1523.

Mike Golojuch, Sr.

**SB-1523**

Submitted on: 2/7/2025 11:17:57 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Eric Uyeda	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Members of the Committee,

I am a proud IATSE union member working in Hawai'i's film and television industry. I strongly support SB1523, which expands collective bargaining rights for private-sector workers.

Being part of a union has given me and my fellow crew members the ability to negotiate for fair wages, safe working conditions, and benefits things that every worker deserves. In an industry where long hours and unpredictable schedules are the norm, having the protection and strength of a union is crucial.

Expanding these rights to more private-sector workers in Hawaii means ensuring that hardworking people across all industries have the ability to stand together for better conditions and a fair share of what they help create.

I urge you to pass SB1523 and support the workers who keep Hawaii's economy running. Mahalo for your time and consideration.

**SB-1523**

Submitted on: 2/7/2025 11:18:30 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaycee Phillips	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Aquino, Vice Chair Lee, and members of the Senate committee,

My name is Kaycee Kaleo Phillips. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 1523**, relating to private sector collective bargaining rights.

Hawaii boasts the highest union density per capita in the US where 24.1% of the working population are union members. ([https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20\(Figure%205\).](https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20(Figure%205).)) Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawaii Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523.

Opponents of this bill may say that state law cannot pre-empt federal law. But it has historically worked in Hawaii for nearly a century. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage. Additionally, SB1523 requires no appropriated funds from state coffers. We can and must shield the working families of Hawaii from the onslaught of the 47th president's agenda. We are fighting for our right to exist. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawaii rests in your hands.

**I strongly support SB1523. I urge your committee to do the same.** Thank you for the opportunity to testify.



In Solidarity,

Kaycee Kaleo Phillips

**SB-1523**

Submitted on: 2/8/2025 12:02:32 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Travis Hoover	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Aquino, Vice Chair Lee, and members of the Senate committee,

My name is Travis Hoover. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 1523**, relating to private sector collective bargaining rights.

Hawaii boasts the highest union density per capita in the US where 24.1% of the working population are union members. ([https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20\(Figure%205\).](https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20(Figure%205).)) Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawaii Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523.

Opponents of this bill may say that state law cannot pre-empt federal law. But it has historically worked in Hawaii for nearly a century. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage. Additionally, SB1523 requires no appropriated funds from state coffers. We can and must shield the working families of Hawaii from the onslaught of the 47th president's agenda. We are fighting for our right to exist. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the

Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawaii rests in your hands.

**I strongly support SB1523. I urge your committee to do the same.** Thank you for the opportunity to testify.

In Solidarity,

Travis Hoover

**SB-1523**

Submitted on: 2/8/2025 8:04:23 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Kevin R Kersting	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Aquino, Vice Chair Lee, and members of the Senate committee,

My name is Kevin Kersting. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 1523**, relating to private sector collective bargaining rights.

Hawaii boasts the highest union density per capita in the US where 24.1% of the working population are union members. ([https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20\(Figure%205\).](https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20(Figure%205).)) Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawaii Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523.

Opponents of this bill may say that state law cannot pre-empt federal law. But it has historically worked in Hawaii for nearly a century. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage. Additionally, SB1523 requires no appropriated funds from state coffers. We can and must shield the working families of Hawaii from the onslaught of the 47th president's agenda. We are fighting for our right to exist. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the

Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawaii rests in your hands.

**I strongly support SB1523. I urge your committee to do the same.** Thank you for the opportunity to testify.

In Solidarity,

Kevin Kersting

**SB-1523**

Submitted on: 2/8/2025 8:04:56 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Patrick Ah Loy	Individual	Support	Written Testimony Only

## Comments:

My name is Patrick Ah Loy, I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 1523**, relating to private sector collective bargaining rights.

Hawaii boasts the highest union density per capita in the US where 24.1% of the working population are union members. ([https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20\(Figure%205\).](https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20(Figure%205).)) Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawaii Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523.

Opponents of this bill may say that state law cannot pre-empt federal law. But it has historically worked in Hawaii for nearly a century. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage. Additionally, SB1523 requires no appropriated funds from state coffers. We can and must shield the working families of Hawaii from the onslaught of the 47th president's agenda. We are fighting for our right to exist. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawaii rests in your hands.

**I strongly support SB1523. I urge your committee to do the same.** Thank you for the opportunity to testify.

In Solidarity,

Patrick Ah Loy



**SB-1523**

Submitted on: 2/8/2025 8:57:19 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
paul ehman	Individual	Support	Written Testimony Only

## Comments:

My name is Paul Ehman, from Maui. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 1523**, relating to private sector collective bargaining rights.

Hawaii boasts the highest union density per capita in the US where 24.1% of the working population are union members. Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawaii Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523.

Opponents of this bill may say that state law cannot pre-empt federal law. But it has historically worked in Hawaii for nearly a century. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage. Additionally, SB1523 requires no appropriated funds from state coffers. We can and must shield the working families of Hawaii from the onslaught of the 47th president's agenda. We are fighting for our right to exist. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawaii rests in your hands.

**I strongly support SB1523. I urge your committee to do the same.** Thank you for the opportunity to testify.

Mahalo,

Paul Ehman

**SB-1523**

Submitted on: 2/8/2025 9:30:32 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Leslie Lopez	Individual	Support	Written Testimony Only

Comments:

Chair Aquino, Vice Chair Lee, and members of the Senate committee,

I am writing in **strong support of SB1523**. Armed with the 1945, the Little Wagner Act (HERA), Hawaii workers set about taking the state government back from the Big 5 oligarchs who ran it. This resulted in the Democratic Revolution of 1954 when children of plantation workers put the government back into the hands of working people.

Unfortunately, history is repeating itself. The time is now for Hawaii to enact state labor protections for current and future generations, as we face a new type of oligarch: the technofeudalists of today, who have shown that they do not care about the constitution and who envision a world of complete political and economic domination of public and private resources.

Extending HERA to include private sector workers protects thousands of working families from destruction of their rights under the NLRA, and a freeze on the NLRB decisions, which is already happening. These are the same protections previous generations successfully unified and fought for in 1945. Please support HB1523.

Respectfully,

Leslie Lopez

**SB-1523**

Submitted on: 2/8/2025 10:02:13 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Catherine Valdovino	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Aquino, Vice Chair Lee, and members of the Senate committee,

My name is Catherine Valdovino. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 1523**, relating to private sector collective bargaining rights.

Hawaii boasts the highest union density per capita in the US where 24.1% of the working population are union members. ([https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20\(Figure%205\).](https://cepr.net/publications/states-of-the-unions-the-where-of-the-us-labor-movement/#:~:text=Overall%20membership%20rates%20ranged%20from%2024.1%20percent,Hawaii%20to%202.3%20percent%20in%20South%20Carolina.&text=Union%20membership%20in%20the%20private%20sector%20mirrored,density%20of%20just%201.6%20percent%20(Figure%205).)) Unions have long been beneficial to not only their members, but also the communities in which they reside. Unions significantly contribute to state GDP, create safer workspaces across the state, and raise the standard of living for many of the people around them. The Hawaii Employment Relations Act (HERA) of 1945 solidified the right of agricultural workers and later public sector workers to organize unions. HERA doesn't have explicit protections for private sector employees. To protect the thousands of working families who thrive because of private sector union labor, we implore you to support SB1523.

Opponents of this bill may say that state law cannot pre-empt federal law. But it has historically worked in Hawaii for nearly a century. Prior to the passage of HERA in 1945, agricultural employees couldn't join or form a union, nor could public sector workers. We also see it in our state's minimum wage, which is significantly higher than the federal minimum wage. Additionally, SB1523 requires no appropriated funds from state coffers. We can and must shield the working families of Hawaii from the onslaught of the 47th president's agenda. We are fighting for our right to exist. Elon Musk and his cronies are actively undermining US departments and institutions. It's only a matter of time before he sets his sights on the

Department of Labor. And we must seal off this crack in the bulwark before it's too late. The fate of thousands of working families in Hawaii rests in your hands.

**I strongly support SB1523. I urge your committee to do the same.** Thank you for the opportunity to testify.

In Solidarity,

Catherine Valdovino

**SB-1523**

Submitted on: 2/8/2025 2:09:03 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
John Witeck	Individual	Support	Written Testimony Only

## Comments:

As longtime unionists in both private and public sectors, my wife Lucy and I strongly urge our legislators to pass this bill and extend and protect full union bargaining rights for private sector unions under Hawaii's Employment Relations Act.

At a time when labor is under major assault nationally, this additional protection for local unions in the private sector would be beneficial. We urge you to approve this measure. Mahalo for considering our testimony.

**SB-1523**

Submitted on: 2/8/2025 6:01:21 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Dan Garab	Individual	Support	Written Testimony Only

Comments:

I STRONGLY SUPPORT SB1523 FOR THE GOOD OF WORKERS IN HAWAII.

**SB-1523**

Submitted on: 2/8/2025 7:05:32 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Joan Craft	Individual	Support	Written Testimony Only

Comments:

Passing SB1523 sends a clear message that **Hawaii stands with its workers**—that we will not allow the current federal government to dictate our labor policies or undermine our local workforce. This bill is an investment in **worker protections, economic justice, and the long-term sustainability of Hawaii’s economy**.

I urge the legislature to **pass SB1523 and uphold the rights of all workers in our state**.

Mahalo for the opportunity to submit testimony.



**SB-1523**

Submitted on: 2/8/2025 7:22:01 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Pomai Kalama	Individual	Support	Written Testimony Only

Comments:

I'm in strong support of SB1523!

**SB-1523**

Submitted on: 2/8/2025 10:26:13 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Robert Enriquez	Individual	Support	Written Testimony Only

Comments:

In strong support in SB1523

**SB-1523**

Submitted on: 2/8/2025 7:22:25 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Jacob Ramos	Individual	Support	Written Testimony Only

Comments:

I strongly support Bill SB1523.

**SB-1523**

Submitted on: 2/8/2025 10:04:02 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Travis Rabellizsa	Individual	Support	Written Testimony Only

Comments:

In strong support of hb957

**SB-1523**

Submitted on: 2/8/2025 7:22:44 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Sierra Revilla	Individual	Support	Written Testimony Only

Comments:

In strong support of sb1523

**SB-1523**

Submitted on: 2/8/2025 9:57:13 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
J White	Individual	Support	Written Testimony Only

Comments:

I stand in strong support of SB1523

**SB-1523**

Submitted on: 2/8/2025 7:22:46 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Blair Nahale	Individual	Support	Written Testimony Only

Comments:

I'm in strong support of SB 1523



**SB-1523**

Submitted on: 2/9/2025 9:35:41 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
anthony padilla	Individual	Support	Written Testimony Only

Comments:

In strong support of sb1523

**SB-1523**

Submitted on: 2/8/2025 9:22:52 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Pita Hiko	Individual	Support	Written Testimony Only

Comments:

In strong support of SB1523

**SB-1523**

Submitted on: 2/8/2025 7:23:04 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Tyler Yuu	Individual	Support	Written Testimony Only

Comments:

Strong support

**SB-1523**

Submitted on: 2/8/2025 7:23:09 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Aaron Miyashiro	Individual	Support	Written Testimony Only

Comments:

In strong support of SB1523.

**SB-1523**

Submitted on: 2/8/2025 7:24:26 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Jonovan Tuinei	Individual	Support	Written Testimony Only

Comments:

I'm in strong support of sb1523.

**SB-1523**

Submitted on: 2/8/2025 8:19:28 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Matthew Coleman	Individual	Support	Written Testimony Only

Comments:

Support

**SB-1523**

Submitted on: 2/8/2025 8:18:51 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaleo Buck	Individual	Support	Written Testimony Only

Comments:

In strong support of SB1523.

**SB-1523**

Submitted on: 2/8/2025 7:40:11 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Conan K Donahue	Individual	Support	Written Testimony Only

Comments:

In support of SB1523



**SB-1523**

Submitted on: 2/8/2025 7:29:26 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Anapuni Coleman	Individual	Support	Written Testimony Only

Comments:

In strong support.

**SB-1523**

Submitted on: 2/8/2025 7:37:04 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Hunter Makoa Morton	Individual	Support	Written Testimony Only

Comments:

I support this.

**SB-1523**

Submitted on: 2/8/2025 7:33:10 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Stephen Paling IV	Individual	Support	Written Testimony Only

Comments:

In support of SB1523

**SB-1523**

Submitted on: 2/8/2025 7:24:50 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Keoni Mendiola	Individual	Support	Written Testimony Only

Comments:

I Keoni Mendiola, Strongly support Bill SP1523. Mahalo!

**SB-1523**

Submitted on: 2/8/2025 7:24:32 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Jay Amina III	Individual	Support	Written Testimony Only

Comments:

I support SB1523.

**SB-1523**

Submitted on: 2/8/2025 7:25:48 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Zorich Palimoo	Individual	Support	Written Testimony Only

Comments:

I strongly support SB1523

**SB-1523**

Submitted on: 2/8/2025 7:26:57 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Micah Kahumoku	Individual	Support	Written Testimony Only

Comments:

I am In strong support of SB1523

**SB-1523**

Submitted on: 2/8/2025 7:27:53 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
David Chew	Individual	Support	Written Testimony Only

Comments:

I strongly support SB1523.

Thank you



**SB-1523**

Submitted on: 2/8/2025 7:30:11 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Collin Mansanas	Individual	Support	Written Testimony Only

Comments:

In strong support

**SB-1523**

Submitted on: 2/8/2025 7:30:40 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Noah Campbell	Individual	Support	Written Testimony Only

Comments:

Strongly supporting HB957

**SB-1523**

Submitted on: 2/8/2025 7:34:21 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Nathan Dudoit	Individual	Support	Written Testimony Only

Comments:

I strongly support SP1523 and urge the committee to pass this legislation. Thank you

**SB-1523**

Submitted on: 2/8/2025 7:41:56 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Kelsey Beck	Individual	Support	Written Testimony Only

Comments:

In strong support

**SB-1523**

Submitted on: 2/8/2025 7:47:34 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Wade Terlep	Individual	Support	Written Testimony Only

Comments:

In strong support

**SB-1523**

Submitted on: 2/8/2025 7:59:22 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Lyle Nicely	Individual	Support	Written Testimony Only

Comments:

I support SB 1523

**SB-1523**

Submitted on: 2/8/2025 8:01:39 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Kale Ornellas	Individual	Support	Written Testimony Only

Comments:

Strong support

**SB-1523**

Submitted on: 2/8/2025 8:04:46 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Marcus Malepeai	Individual	Support	Written Testimony Only

Comments:

I strongly support this Bill SB1523



**SB-1523**

Submitted on: 2/8/2025 8:06:51 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
David Maeva	Individual	Support	Written Testimony Only

Comments:

I strongly support sb 1523

**SB-1523**

Submitted on: 2/8/2025 8:22:19 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Troy Maruoka	Individual	Support	Written Testimony Only

Comments:

I strongly support SB1523

**SB-1523**

Submitted on: 2/8/2025 8:26:32 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Kenneth	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill.

**SB-1523**

Submitted on: 2/8/2025 8:56:41 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Ashkhon Kuhaulua	Individual	Support	Written Testimony Only

Comments:

In strong support of SB1523!

**SB-1523**

Submitted on: 2/8/2025 8:54:01 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Keone Bee	Individual	Support	Written Testimony Only

Comments:

I Strongly support this bill

**SB-1523**

Submitted on: 2/8/2025 8:49:25 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaipo Bee	Individual	Support	Written Testimony Only

Comments:

IN STRONG SUPPORT OF SB1523

**SB-1523**

Submitted on: 2/8/2025 8:28:01 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Ronny De Reis	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill!

**SB-1523**

Submitted on: 2/8/2025 8:33:38 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Sam	Individual	Support	Written Testimony Only

Comments:

I strongly support SB1523



**SB-1523**

Submitted on: 2/9/2025 10:35:59 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Thomas h. Penny	Individual	Support	Written Testimony Only

Comments:

My name is Thomas H. Penny and I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 1523**, relating to private sector collective bargaining rights.

**LATE**

**SB-1523**

Submitted on: 2/9/2025 6:39:02 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Pio pelesasa	Individual	Support	Written Testimony Only

Comments:

IN STRONG SUPPORT OF SB1523

**LATE**

**SB-1523**

Submitted on: 2/9/2025 6:27:15 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Hopena Pokipala	Individual	Support	Written Testimony Only

Comments:

I am in strong support of SB1523



**LATE**

The Senate Committee on Labor and Technology  
February 10, 2025  
Room 224  
3:15 PM

**RE: SB 1523, Relating to Private Sector Collective Bargaining**

Attention: Chair Henry Aquino, Vice Chair Chris Lee and Members of the Committee

The University of Hawaii Professional Assembly (UHPA) appreciates the opportunity to testify in **support of SB 1523**, relating to private sector collective bargaining.

As the highest union density state in the Country, Hawai'i and its people are familiar with the benefits unions have historically established and continue to provide for the working community and the public at large. Currently, public sector workers in Hawai'i are protected by the Hawai'i Employment Relations Act (HERA) of 1945, but union members employed by private companies are not. The union workers employed at these shipping companies, construction companies, hoteliers, fishing companies, film/tv production companies, live event promoters, and many more, are imperative to the state economy and deserve the protections provided by HERA.

SB 1523 will expand the Hawai'i Employment Relations Act to include the right to join or create a union to private sector workers. As the President and his loyalists continue to undermine union workers and the rights of unions to exist, this bill will help to affirm Hawai'i's commitment to the labor movement and its dedicated union members.

**UHPA supports and requests the passage of SB 1523.**

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'C. Fern'.

Christian L. Fern  
Executive Director  
University of Hawaii Professional Assembly

**University of Hawaii  
Professional Assembly**



**LATE**

## INTERNATIONAL LONGSHORE & WAREHOUSE UNION

LOCAL OFFICE • 451 ATKINSON DRIVE • HONOLULU, HAWAII 96814 • PHONE 949-4161

HAWAII DIVISION: 100 West Lanikaula Street, Hilo, Hawaii 96720 • OAHU DIVISION: 451 Atkinson Drive, Honolulu, Hawaii 96814  
MAUI COUNTY DIVISION: 896 Lower Main Street, Wailuku, Hawaii 96793 • KAUAI DIVISION: 4154 Hardy Street, Lihue, Hawaii 96766  
HAWAII LONGSHORE DIVISION: 451 Atkinson Drive, Honolulu, Hawaii 96814

### LOCAL 142

February 10, 2025

The Thirty-Third Legislature  
Regular Session of 2025

#### THE SENATE

#### Committee on Labor and Technology

Sen. Henry Aquino, Chair

Sen. Chris Lee, Vice Chair

State Capitol, Conference Room 224 & Videoconference

Monday, February 10, 2025; 3:15 p.m.

#### STATEMENT OF THE ILWU LOCAL 142 ON SB1523 RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING RIGHTS

The International Longshore and Warehouse Union (ILWU) Local 142 **STRONGLY SUPPORTS SB1523**. Hawaii has the highest union membership rate in the US, with nearly one in four workers belonging to a union. Unions boost Hawaii's economy, improve workplace safety, and raise living standards for all.

While the 1945 Hawaii Employment Relations Act (HERA) protects the right of agricultural and public sector workers to organize, it excludes private sector union members. SB1523 is crucial for extending these vital protections to the thousands of Hawaii families who rely on private sector union jobs. For example, without legal recognition, private sector unions may struggle to negotiate binding agreements, leaving workers vulnerable in disputes.

Currently, private sector workers in industries such as hospitality, shipping, construction, and commercial fishing lack the same organizational rights as public sector employees. Without legal recognition of their unions, their contracts, benefits, working conditions, and economic contributions to Hawaii could be jeopardized. Hawaii has a history of successfully enacting worker protections that go beyond federal law, such as with our state's minimum wage.

We urge the legislature to support SB1523 and ensure these vital protections are provided to Hawaii's private sector workers.

Christian West  
President, ILWU Local 142

**LATE**

**SB-1523**

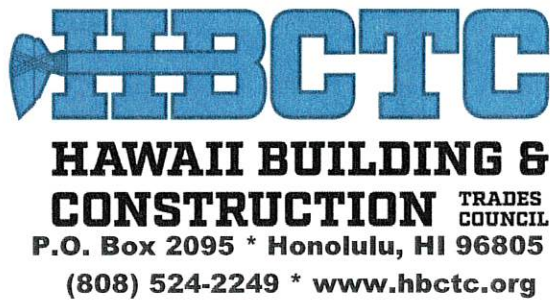
Submitted on: 2/10/2025 10:11:39 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

Submitted By	Organization	Testifier Position	Testify
Dion Dizon	Individual	Support	Written Testimony Only

Comments:

I strongly support expanding worker protection at the state level because I have lost confidence that worker protection will continue to exist in a meaningful way under the current administration.



**LATE**

February 10, 2025

Chair Henry Aquino  
Vice Chair Chris Lee  
Senate Committee on Labor  
& Technology

RE: SB1523 –RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING RIGHTS

Aloha Chair Aquino, Vice-Chair Lee, and members of the Committee:

My name is Gino Soquena, Executive Director of the Hawaii Building & Construction Trades Council (HBCTC) which represents 18 construction trade unions here in Hawaii. The HBCTC **STONGLY SUPPORTS** SB1523. This bill expands the types of employees protected by the Hawaii Employment Relations Act to include independent contractors and all individuals subject to the jurisdiction of the National Labor Relations Act.

Hawaii has the most union members per capita in the nation. Project 2025 would threaten to jeopardize private sector union members, which includes construction trade labor unions, to lose their collective bargaining rights at the Federal level. Although federal law regarding private sector collective bargaining rights generally preempts state law, state law can supersede federal law in certain situations if it provides higher or better protection.

SB1523 would include those private sector union members under the Hawaii Employment Relations Act that would be affected by the threat of Project 2025 rather than be only under the jurisdiction of the National Labor Relations Act.

I strongly urge the committee to support this bill and recommend its passage to protect private sector union members and their families from the threat of Project 2025. Thank you for the opportunity to testify.

Mahalo Nui Loa,

Gino Soquena  
Executive Director  
Hawaii Building & Construction Trades Council

**LATE**



1200 Ala Kapuna Street • Honolulu, Hawai'i 96819  
Tel: (808) 833-2711 • Fax: (808) 839-7106 • Web: [www.hsta.org](http://www.hsta.org)

**Osa Tui, Jr.**  
President

**Logan Okita**  
Vice President

**Cheney Kaku**  
Secretary-Treasurer

**Ann Mahi**  
Executive Director

**TESTIMONY TO THE HAWAI'I SENATE COMMITTEE ON LABOR AND TECHNOLOGY**

**Item: SB 1523 – Relating to Private Sector Collective Bargaining Rights**

**Position: Support**

**Hearing: Monday, February 10, 2025, 3:15 pm, Room 224**

**Submitter: Osa Tui, Jr., President - Hawai'i State Teachers Association**

Dear Chair Aquino, Vice Chair Lee, and members of the committees,

The Hawai'i State Teachers Association (HSTA) strongly supports SB 1523, which will help safeguard collective bargaining rights for private sector workers in Hawai'i by expanding the types of employees protected by the Hawai'i Employment Relations Act. As you know, unions are under attack at the federal level, and this bill will provide essential protections by expanding the definition of "employee" to include independent contractors and all individuals under the National Labor Relations Act. This broader definition ensures that more workers in Hawai'i can benefit from collective bargaining and be provided additional protections.

We respectfully request the passage of SB 1523.

Mahalo.